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DD/A Registry

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16 May 1980

MEMORANDUM FOR: Don I. Wortman
Deputy Director for Administration

THROUGH: [REDACTED] 25X1
Chief, Psychiatric Division
Office of Medical Services

[REDACTED] 25X1
Director of Medical Services

FROM: [REDACTED] 25X1
Clinical Psychologist
Office of Medical Services

SUBJECT: Additional Compensation for Overseas Personnel (ACOP)

1. On the basis of information obtained from OMS' completed and ongoing stress studies of Agency personnel who serve abroad in today's world, the undersigned recommends that the Director of Medical Services support your recommendation that the Director of Central Intelligence approve Additional Compensation for Overseas Personnel (ACOP).

2. ACOP represents an appropriate and effective signal to Agency employees that several major factors and conditions of field service are unusual and different from those of most other official Americans who are working abroad [REDACTED]

[REDACTED] Attempts are being made to relieve these stressors but these will take time. ACOP appears to be the most immediate way to recognize these unique stressors of overseas service for Agency personnel.

3. Overseas stressors have increased significantly in recent years as a result of new factors, e.g., hostile identification of Agency employees and political and governmental terrorism which can be directed against any employee and family member overseas. The ground rules have changed. Employees and their families are now more reluctant to serve overseas because they no longer enjoy a secure sense of adequate protection and equity as regards the substantial threats to their career and safety. ACOP constitutes a meaningful recognition signal and an appropriate incentive for valuable overseas services under conditions of increased stress. Monetary compensation effectively connotes to recipients and other that these increased dangers of overseas service are recognized and appreciated.

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4. Agency precedents are available. One type recognizes and compensates overseas stress by various material benefits, e.g., CIARDS, Post Differential, COLA, R&R, etc. Another type recognizes and rewards meritorious service, e.g., promotion and advancement, QSI, medals, cash bonus, letters of commendation and appreciation, certificates of distinction, FR, etc. ACOP is within this Agency mainstream of compensating employees for their stressful and valuable services. In addition, ACOP uniquely combines the salutary factors of recognition and reward for every employee who serves full-time overseas today.

5. Implementation of ACOP is by means of a flat rate payment for each bi-weekly pay period that the employee actually serves overseas. This sustained positive reinforcement schedule has certain advantages which other methods lack, e.g., automatic and repeated delivery of a recognition and reward signal for each pay period served overseas.

6. In short, ACOP represents an additional incentive, an appropriate and immediate recognition, and an effective form of gratification for Agency employees whose overseas service involves coping carefully with the unique and increased stressors in today's world.

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